



Town Of Walpole

Commonwealth of Massachusetts

PERSONNEL BOARD

Albert DeNapoli, Chair
William Ryan, Vice-Chair
Mary Campbell
Phil Hinds
John Sheppard

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MINUTES OF JUNE 17, 2014

A meeting of the Personnel Board was held on Tuesday, June 17, 2014 at 7:30 p.m. in Room #116 of the Town Hall. Phil Hinds and John Sheppard were unable to attend. The following members were present:

Albert DeNapoli, Chair
Mary Campbell
William Ryan

Also: James Johnson, Asst Town Administrator

MINUTES:

Motion was made by Ms. Campbell and seconded by Mr. Ryan that:

The Board approves the Minutes of May 13, 2014.

Motion was voted 3-0, unanimous.

UPDATE ON PERSONNEL ISSUES:

Town Administrator Michael Boynton has submitted his resignation effective July 17th. He has worked for the town of Walpole for 12.5 years and has done an outstanding job of serving Walpole. He has accomplished many things in his tenure here. He will be missed and we wish him well in his new position of Town Administrator with the Town of Medway. Good Luck Michael!!

The Board of Selectmen will meet on Thursday night to decide the procedure of outreach for a new Town Administrator. They will appoint Assistant Town Administrator Jim Johnson as the Interim Town Administrator during this period.

Recreation Director – With the departure of Josh Cole, we have advertised for the position with a deadline to submit resumes by June 27th. As of this date we have received thirteen resumes. A screening committee will review the resumes and conduct interviews. Screening committee will consist of the Assistant Town Administrator, Town Accountant, COA Director, HR Administrator, 2 members from the Recreation Committee, one member from the Board of Selectmen, and one member of the community.

PERSONNEL ACTION REQUESTS: All were approved

1. Fire Union COL increases effective July 1, 2014 – SEE ATTACHED
2. Jeff Abate, Police Dispatcher, COL incr from \$23.65/hr to \$23.89/hr, eff 7/1/14
3. Anthony Abate, Call firefighter, COL incr from \$15.86/hr to \$16.02/hr, eff 7/1/14

4. Clare Abril, FinCom Admin Bd Secr, COL incr from \$28.17/hr to \$28.45/hr, eff 7/1/14
5. Susan Akeley, Library Clerk step incr from step 12, \$19.97/hr to step 13, \$20.37/hr, eff 7/1/14
6. Don Anderson, Bldg Maint Supt, COL incr from \$86,160/yr to \$87,021/yr, eff 7/1/14
7. Timothy Bailey, Fire Chief, COL incr from \$122,210/yr to \$123,432/yr, eff 7/1/14
8. Jenna Barnett, Police Dispatcher, COL incr from \$21.42/hr to \$21.64/hr, eff 7/1/14
9. Karen Beaton, Asst Town Acct, COL incr from \$63,468/yr to \$64,102/yr, eff 7/1/14
10. Paul Belham Firefighter, step incr from step 3, \$1,010.16/wk to step 4, \$1,079.83/wk, eff 6/27/14.
11. Cindy Berube, Exec Asst, BOS/Admin, COL incr from \$79,965/yr to \$80,766/yr, eff 7/1/14
12. Cindy Berube, Exec Asst, BOS/Admin, step incr from step 14, \$80,766/yr to step 15, \$82,381/yr, eff 8/1/14
13. Anita Bothwell, Police Dispatcher, COL incr from \$26.11/hr to \$26.38/hr, eff 7/1/14
14. Harley Bowden, Call Lt, COL incr from \$19.09/hr to \$19.28/hr, eff 7/1/14
15. Michael Boynton, Town Admin, contractual incr from \$143,000/yr to \$149,500/yr, eff 7/1/14
16. Kristine Brown, ZBA Admin Bd Secr, COL incr from \$21.35/hr to \$21.56/hr, eff 7/1/14
17. John Carmichael, Deputy Police Chief, COL incr from \$102,719/yr to \$103,746/yr, eff 7/1/14
18. Paul Carter, Fire Captain, step incr from step 2, \$1,366.86/wk to \$1,421.53/wk, eff 7/25/14
19. NormaJean Cauldwell, Asst Libr Dir, COL incr from \$77,017/yr to \$77,789/yr, eff 7/1/14
20. Robin Chapell, Health Director, COL incr from \$97,030/yr to \$98,000/yr, eff 7/1/14
21. Susan Charette, Recr Princ Clk, COL/step incr from step 14, \$25.60/hr to step 15, \$26.38/hr, eff 7/1/14
22. Jonathan Cogan, Veteran's Agt, COL incr from \$46,194/yr to \$46,656/yr, eff 7/1/14
23. Emily Conrad, COA Bd Secr, COL incr from \$26.11/hr to \$26.38/hr, eff 7/1/14.
24. Michael Cox, Parks Seasonal Laborer, COL incr from \$11.79/hr to \$11.91/hr, eff 7/1/14
25. Sean Coyne, Parks Seasonal Laborer, COL incr from \$11.79/hr to \$11.91/hr, eff 7/1/14.
26. Matthew Crown, Police Officer, step incr from step 2, \$964.98/wk to \$1,023.67/wk, eff 6/25/14
27. Jodi Cuneo, Town Acct, COL incr from \$86,160/yr to \$87,021/yr, eff 7/1/14.
28. Kara Dean, Children's Libr, COL incr from \$59,808/yr to \$60,405/yr, eff 7/1/14.
29. Virginia DeChristafaro, Library Clerk, step incr from step 9, \$18.82/hr to step 10, \$19.20/hr, eff 7/1/14.
30. Judy Decker, Police Admin Asst, COL incr from \$65,641/yr to \$66,298/yr, eff 7/1/14
31. Kahtleen Delaney, Planning Bd Admin Bd Secr, COL incr from \$28.17/hr to \$28.45/hr, eff 7/1/14.
32. Thomas Demarias, Parks Seasonal Laborer, COL incr from \$11.79/hr to \$11.91/hr, eff 7/1/14
33. Donna Denehy, DPW Adm Asst, COL/step incr from step 11, \$53,062/yr to step 12, \$54,665/yr, eff 7/1/14
34. Lauren DiCalogero, Eng Princ Clk, COL/step incr from step 9, \$23.18/hr to step 10, \$23.89/hr, eff 7/1/14
35. Robert Doherty, Police Officer, step incr from step 5, \$1116.39/wk to step 6, \$1,138.71/wk, eff 7/25/14
36. Valorie Donohue, HR Adm, COL/step incr from step 11, \$81,317/yr to step 12, \$83,774/yr, eff 7/1/14
37. Brendan Donovan, new hire, Seasonal laborer, step 1, \$11.56/hr, eff 5/14/14
38. Brendan Donovan, Parks Seasonal Laborer, COL incr from \$11.56/hr to \$11.68/hr, eff 7/1/14
39. Michael Donovan, IT Director, COL incr from \$84,471/yr to \$85,315/yr, eff 7/1/14.
40. Joseph Doyle, Dep Bldg Insp, COL/step incr from step 6, \$28.02/hr to step 7, \$28.86/hr, eff 7/1/14.
41. Michael Eisenhauer, Local Insp, COL/step incr from step 3, \$24.23/hr to step 4, \$24.96/hr, eff 7/1/14.
42. Election Workers – COL incr, Election Officer from 9.18/hr to \$9.27/hr; Deputy Warden/Clerk, \$11.32/hr to \$11.43/hr; Election Registrar/Warden \$13.58/hr to \$13.72/hr, eff 7/1/14
43. Mary Feldman, BOH Staff Asst, step incr from step 13, \$26.80/hr to step 14, \$27.47/hr, eff 7/1/14.
44. Carol Fellini, COA Van Driver, COL/step incr from step 14, \$21.93/hr to step 15, \$22.59/hr, eff 7/1/14
45. Dennis Flis, Appraiser, COL incr from \$97,030/yr to \$98,000/yr, eff 7/1/14.
46. Edward Forsberg, Local Insp, COL/step incr from step 3, \$24.23/hr to step 4, \$24.96/hr, eff 7/1/14.
47. Mary Frisbee, S&W Comm Adm Bd Secr, COL incr from \$28.17/hr to \$28.45/hr, eff 7/1/14.
48. Ronald Fucile, Town Clerk, COL incr from \$57,038/yr to \$57,609/yr, eff 7/1/14.
49. Nancy Genesky, BOS Princ Clk, COL incr from \$19.79/hr to \$19.99/hr, eff 7/1/14
50. Salvatore Genovese, Library Director, COL incr from \$86,160/yr to \$87,021/yr, eff 7/1/14.
51. Conchita Geyer, COA Outreach Worker, COL/step incr step 14, \$27.62/hr to step 15, \$28.45/hr, eff 7/1/14
52. Warren Goodwin, Police Princ Clk, COL incr from \$26.11/hr to \$26.38/hr, eff 7/1/14.
53. Scott Gustafson, S&W Asst Supt, COL incr from \$83,181/yr to \$84,013/yr, eff 7/1/14.
54. Scott Guyette, Local Insp, COL/step incr from step 3, \$24.23/hr to step 4, \$24.96/hr, eff 7/1/14.
55. Andrew Hand, Asst Supt, Hwy/Pks, COL incr from \$83,181/yr to \$84,013/yr, eff 7/1/14.
56. Landis Hershey, Cons Agt, COL/step incr from step 14, \$56,091/yr to step 15, \$57,786/yr, eff 7/1/14.
57. James Hinds, COA Van Driver, COL from \$21.08/hr to \$21.29/hr, eff 7/1/14.
58. Vincent Hobson, PC SupTech, COL/step incr from step 10, \$59,808/yr to step 11, \$61,613/yr, eff 7/1/14.
59. Kathleen Hutchinson, Asst Treas/Coll, COL incr from \$64,641/yr to \$65,288/yr, eff 7/1/14
60. Cindy Jackman, Police Dispatcher, COL incr from \$24.60/hr to \$24.86/hr, eff 7/1/14.
61. Dorothy Jennings, Acct Princ Clk, COL incr from \$26.11/hr to \$26.38/hr, eff 7/1/14.

62. James Johnson, Asst T Adm, COL/step incr from step 14, \$110,938/yr to step 15, \$114,289/yr, eff 7/1/14
63. Kia Kaizer, Library Page, COL/step incr from step 4, \$9.75/hr to step 5, \$10.05/hr, eff 7/1/14
64. Aicha Kelley, reclass from Recr Spec Instr, \$21.54/hr to Program Coord, H4, step 6, \$22.07, eff 7/1/14.
65. Deborah Kirby, Library Clerk step incr from step 12, \$19.97/hr to step 13, \$20.37/hr, eff 7/1/14.
66. Gerard lane, Hearing Officer, COL incr from \$40.77/mo to \$41.18/mo, eff 7/1/14.
67. Michael Laracy, Deputy Fire Chief, COL incr from \$104,773/yr to \$105,821/yr, eff 7/1/14.
68. Brian Leary, Local Insp, COL, from \$23.29/hr to \$23.52/hr, eff 7/1/14.
69. Robert LeBlanc, Supt of Hwy/Pks, COL incr from \$97,030/yr to \$98,000/yr, eff 7/1/14.
70. John Lee, Local Insp, COL/step incr from step 3, \$24.23/hr to step 4, \$24.96/hr, eff 7/1/14.
71. Fred Leland, Police Lt, COL incr from \$97,030/yr to \$98,000/yr, eff 7/1/14.
72. Darlene Leonard, Bd Registrar's CSR, step incr from step 10, \$23.57/hr to step 11, \$24.16/hr, eff 7/1/14.
73. Eric Lightbody, Call Firefighter, COL inr from \$15.86/hr to \$16.02/hr, eff 7/1/14
74. John Lightbody, Call Firefighter, COL incr from \$17.33/hr to \$17.50/hr, eff 7/1/14.
75. Leslie Loomis, Asst Child Libr, COL incr from \$28.17/hr to \$28.45/hr, eff 7/1/14.
76. Christopher MacKenzie, Police Sgt, COL incr from \$73,537/yr to \$74,272/yr, eff 7/1/14.
77. Lauren Macomber, reclassify from Recr Program Dir, \$18.09/hr to Program Coord, \$20.80/hr, eff 7/1/14
78. Deborah Maimone, Library Clerk, step incr from step 14, \$20.78/hr to step 15, \$21.20/hr, eff 7/1/14.
79. Susan Manty, Police Princ Clk, COL incr, from \$21.42/hr to \$21.64/hr, eff 7/1/14.
80. Melissa Marinelli, BOH Tech, COL incr from \$24.23/hr to \$24.47/hr, eff 7/1/14.
81. Elizabeth Masalsky, Library Clerk, step incr from step 14, \$20.78/hr to step 15, \$21.20/hr, eff 7/1/14.
82. Emily Massarelli, Library Page, COL incr from \$9.56/hr to \$9.66/hr, eff 7/1/14.
83. Richard Mattson, Supt of S&W, COL incr from \$97,030/yr to \$98,000/yr, eff 7/1/14.
84. Richard Mattson, Call Firefighter, COL inr from \$17.25/hr to \$17.42/hr, eff 7/1/14
85. John Mee, Bldg Comm, COL/step incr from step 14, \$95,128/yr to step 15, \$98,000/yr, eff 7/1/14.
86. Linda Menyo, Fire Adm Asst, step incr from step 14, \$56,310/yr to step 15, \$57,436/yr, eff 2/20/14.
87. Linda Menyo, Fire Adm Asst, COL incr from \$57,436/yr to step 15, \$58,011/yr, eff 7/1/14.
88. Stephanie Mercandetti, Comm/Econ Dev Dir, COL incr from \$79,951/yr to \$80,750/yr, eff 7/1/14.
89. Stephanie Mercandetti, Comm/Econ Dev Dir, step incr stp 13, \$80,751/yr to stp 14, \$82,365/yr, eff 7/28/14
90. Carmine Morganelli, Local Insp, COL/step incr from step 3, \$24.23/hr to step 4, \$24.96/hr, eff 7/1/14.
91. Carly Moriarty, Police Dispatcher, COL inr from \$22.28/hr to \$22.51/hr, eff 7/1/14.
92. Bernard Mullaney, Local Insp, COL incr from \$23.75/hr to \$23.99/hr, eff 7/1/14.
93. John Naff, Dep Bldg Insp, Col/step incr from step 10, \$30,33/hr to step 11, \$31.24/hr, eff 7/1/14.
94. Gail Nixon, Dep Health Agt, COL/step incr from step 13, \$67,682/yr to step 14, \$69,726/yr, eff 7/1/14.
95. Chad Norton, Acting Recr Dir, Col incr from \$63,041/yr to \$63,671/yr, eff 7/1/14.
96. Robert O'Brien, DPW Dir, Col incr from \$122,210/yr to \$123,432/yr, eff 7/1/14.
97. James O'Connell, Police Sgt, step incr from step 5, \$1,328.50/wk to step 6, \$1,355.08/wk, eff 7/1/14
98. Elizabeth Olson, Library Clerk, step incr from step 4, \$17.05/hr to step 5, \$17.39/hr, eff 7/1/14.
99. Tom Perciaccante, Supt Vehicle Maint, COL incr from \$83,181/yr to \$84,013/yr, eff 7/1/14.
100. Eileen Phinney, Library Clerk, step incr from step 8, \$18.82/hr to step 10, \$19.20/hr, eff 7/1/14.
101. Susan Portanova, Crossing Guard, resignation eff 6/24/14
102. Ron Preibis, Engineering Aide, Col/step incr from step 9, \$25.48/hr to step 10, \$26.25/hr, eff 7/1/14.
103. Charles Quigley, Asst Town Eng, COL incr from \$83,181/yr to \$84,013/yr, eff 7/1/14.
104. Ellen Ransow, Libr Princ Clk, COL/step incr from step 10, \$23.65/hr to step 11, \$24.37/hr, eff 7/1/14.
105. Courtney Riley, COA Director, COL incr from \$65,734/yr to \$66,392/yr, eff 7/1/14.
106. Brittany Rinn, Police Dispatcher, COL incr from \$19.79/hr to \$19.99/hr, eff 7/1/14.
107. Barbara Rossi, Police Princ Clerk, step incr from step 3, \$20.59/hr to step 4, \$21.00/hr, eff 6/22/14
108. Barbara Rossi, Police Princ Clerk, COL incr from \$21.00/hr to \$21.21/hr, eff 7/1/14
109. Jane Russau, Library Clerk, , step incr from step 14, \$20.78/hr to step 15, \$21.20/hr, eff 7/1/14.
110. Colin Ryle, Firefighter, step incr from step 1, \$900.08/wk to step 2, \$971.11/wk, eff 7/23/14
111. Pamela Smith, ConCom Adm Bd Secr, COL/step incr, step 10, \$25.51/hr to step 11, \$26.28/hr, eff 7/1/14
112. Warren Smith, Ref Serv Libr, COL incr from \$66,032/yr to \$66,692/yr, eff 7/1/14
113. Emma Spang, new hire, Senior Library Page, step 1, \$12.48/hr, eff 6/4/14
114. Emma Spang, Sr. Library Page, COL incr from \$12.48/hr to \$12.60/hr, eff 7/1/14
115. John Spillane, Acting ACO, COL incr from \$45,288/yr to \$45,741/yr, eff 7/1/14.
116. Drew Stanton, new hire, Seasonal Laborer, step 1, \$11.56/hr, eff 5/14/14
117. Drew Stanton, Seasonal Laborer, COL incr from \$11.56/hr to \$11.68/hr, eff 7/1/14.
118. Richard Stillman, Police Chief, Contractual incr from \$125,123/yr to \$128,000/yr, eff 7/1/14
119. Michael Tempesta, Seasonal laborer, COL incr from \$11.79/hr to \$11.91/hr, eff 7/1/14
120. Marilyn Thompson, Finance Dir, COL incr from \$94,684/yr to \$95,632/yr, eff 7/1/14

121. Mary Timilty, TCik/ACO Sr. Clerk, COL incr from \$17.99/hr to \$18.17/hr, eff 7/1/14
122. Roger Turner, Local Emerg Mgmt Admin, Col incr from \$9,902/yr to \$10,000/yr, eff 7/1/14
123. Darren Vito, SwrSyst/SeptFacOp, prob to perm, step incr from stp 1, \$23.16/hr to stp 2, \$23.48/hr, eff 7/1/14
124. Margaret Walker, Town Engineer, COL incr from \$97,030/yr to \$98,000/yr, eff 7/1/14
125. John White, Police Sgt, step incr from step 5, \$1,328.50/wk to step 6, \$1,355.08/wk, eff 7/20/14
126. Kristian White, Dep Bldg Insp, COL incr from \$26.40/hr to \$26.67/hr, eff 7/1/14
127. Jane Wulk, COA Van Driver, COL/step incr from step 14, \$21.93/hr to step 15, \$22.59/hr, eff 7/1/14
128. Joseph Zanghetti, Police Sgt, step incr from step 5, \$1,328.50/wk to step 6, \$1,355.08/wk, eff 7/1/14
129. Stacy Bingham, Kelly Carmichael, Cynthia Doyle, Julianne Galonzka, Ellen Hart, Beth Pelick, Crossing Guards, COL incr from \$15.98/hr to \$16.14/hr, eff 7/1/14
130. John Barry, Christopher Cirello, David Holmes, William Morrissey, Paul Rudik, temporary special firefighters, inactivate eff 6/5/14.
131. David Clark, Ann Giampietro, Mary Alice Howard, Dorothy McLaughlin, Heather Pezold, Emily Rothenberg, new hires, Election Officers, \$9.18/hr, eff 6/7/14

RECREATION DEPARTMENT

Field Hockey Clinic – July 1 – 11, 2014:

132. Darci Bruce, rehire, progr inst, \$10.00/hr
133. Ania Egan, rehire, progr inst, \$10.00/hr
134. Caroline Feeley, rehire, progr spec, \$14.00/hr
135. Hannah Feeley, rehire, progr spec, \$14.00/hr
136. Helana Ford, rehire, progr inst, \$10.00/hr
137. Lauren Hirshom, rehire, progr instr, \$10.00/hr
138. Katelyn Hoouser, new hire, Program Aide, \$8.00/hr
139. Molly Lanahan, rehire, progr instr, \$10.00/hr
140. Erin LeBlanc, rehire, progr instr, \$10.00/hr
141. Brooke Matherson, rehire, progr spec, \$14.00/hr
142. Jenna McDermott, rehire, spec instr, \$30.00/hr
143. Marianne Murphy, rehire, spec inst, \$35.00/hr
144. Holly Norberg, rehire, progr supv, \$12.00/hr
145. Madison Oser, rehire, progr instr, \$10.00/hr
146. Andie Painten, rehire, progr instr, \$10.00/hr
147. Sarah Rockwood, new hire, Program Aide, \$8.00/hr
148. Chirstina Tobin, rehire, progr supv, \$12.00/hr
149. Michaela Tosone, rehire, progr supv, \$12.00/hr
150. Ashley Waldron, rehire, progr spec, \$14.00/hr
151. Melanie Weber, new hire, Program Aide, \$8.00/hr
152. Susan Wick, rehire, spec instr, \$30.00/hr

Music Program:

153. Charles Romeo, new hire, spec instr, \$15.00/hr, eff 6/30/14

154. Pools – June 16 – August 29, 2014

155. Michael Timson, new hire, gate attendant, \$8.00/hr
156. Brad Webber, rehire/reclassification, seasonal laborer, \$11.68/hr
157. Joe Wyman, rehire/reclassification, seasonal laborer, \$11.68/hr

Rebel Hoop Clinic – June 30 – August 15, 2014

158. Steven Bean, rehire, program supv, \$11.50/hr
159. William Bolster, rehire, progr supv, \$11.00/hr
160. Kaitlin Brown, rehire, progr instr, \$10.00/hr
161. Darci Bruce, rehire, progr supv, \$11.50/hr
162. Patrick Donovan, rehire, progr inst, \$10.50/hr
163. Ryan Fogarty, rehire, progr supv, \$11.00/hr
164. Christopher Gallivan, rehire, program instr, \$10.50/hr
165. Ryan Gulley, rehire, progr supv, \$11.00/hr
166. Michael Harris, rehire, spec instr, \$27.00/hr
167. Marion Houser, rehire, Spec Instr, \$27.00/hr
168. Kathryn King, rehire, progr instr, \$10.00/hr
169. Summer King, rehire, progr instr, \$10.50/hr
170. Michelle Monahan, rehire, spec instr, \$15.00/hr
171. Julie Moser, rehire, progr instr, \$10.50/hr
172. Bridget Nicholson, rehire, progr supv, \$11.50/hr

- 173.Olivia O'Brien, rehire, progr instr, \$10.50/hr
- 174.Elizabeth Ryan, rehire, Spec Instr, \$15.00/hr,
- 175.Thomas Ryan, rehire,Spec Instr, \$18.00/hr
- 176.Riley Tetreault, rehire, Recr Program Instr, \$10.50/hr
- 177.Kenney Uhlar, rehire, progr instr, \$10.00/hr
- 178.David Waite, rehire, progr supv, \$11.00/hr
- 179.David Wall, rehire, spec instr, \$27.00/hr
- 180.John Young, new hire, progr instr, \$10.50/hr
- 181.Maurice Young, rehire, progr supv, \$11.00/hr

Summer Academy – June 30 – August 31, 2014

- 182.Karina Deely, new hire, program instr, \$10.00/hr
- 183. Susan Mangano, new hire, spec instr, \$33.00/hr
- 184.Noelle Auditore, new hire, progr aide, \$8.00/hr

Youth Sports

- 185.Kevin Quinn, new hire, Recr Program Aide, \$8.00/hr, eff 5/14/14

Resignations:

- 186.Cameron McDonough, Recr Program Aide, resignation eff 5/30/14